



Women and Leadership

in a Changing World

Nov. 17, 2017 • 8:30 a.m.-4 p.m.

HOSTED BY
UMass Lowell and Queen's University Belfast

UMass Lowell Inn & Conference Center



Learning with Purpose

Agenda

Friday, Nov. 17, 2017

8:30-9 a.m.

Welcome

Light Refreshments

Remarks by Jacqueline Moloney,
Chancellor, UMass Lowell

9-10:30 a.m.

Session 1: Pay Equity

*Session Chair: Paula Rayman, Professor Emeritus,
UMass Lowell, and Chair, National Advisory Board,
SEACHange, AAAS*

PANELISTS:

- Ann Bookman, Director, Center for Women in Politics and Public Policy, UMass Boston
- Roslyn Feldberg, Independent Scholar
- Tom Millar, Professor of Astrophysics, Queen's University Belfast

10:30-10:45 a.m.

NETWORKING BREAK

Tea & Coffee

10:45 a.m.-12:15 p.m.

Session 2: Leadership in Corporations, Industry and Beyond

*Session Chair: Victoria Denoon,
Director of Academic Communications
and Events, UMass Lowell*

PANELISTS:

- Elizabeth Altman, Former Vice President of Business Development for Motorola's Mobile Devices, and Assistant Professor of Strategic Management, Manning School of Business
- Patricia Coffey, Senior Vice President, Technology & Strategic Ventures, Allstate Insurance Company
- Denise Dumas, Vice President of Software Engineering and Operating System, Red Hat
- Marion Matchett, former Chief Inspector of the Education and Training Inspectorate of Northern Ireland, and member of Queen's University Belfast's Senate

12:15-2 p.m.

Keynote Address & Lunch

Keynote Speaker: Ellen Zane, a nationally renowned health care leader who retired as President & Chief Executive Officer of Tufts Medical Center and the Floating Hospital for Children in late 2011. She was the first woman to run the hospital in its 221-year history.

2-3.30 p.m.

Session 3: Leadership in Academia

Session Chair: Nicola Skelly, Head of the Vice Chancellor's Office, Queen's University Belfast

PANELISTS:

- Julie Chen, Vice Chancellor for Research and Innovation, UMass Lowell
- Yvonne Galligan, Director of the Centre for Advancement of Women in Politics, and Director of Queen's Gender Initiative, Queen's University Belfast
- Jean King, Peterson Family Dean of Arts and Sciences, WPI

3.30-4 p.m.

SUMMARY & CLOSE

Speaker Bios

WELCOME



Jacquie Moloney

*Chancellor
UMass Lowell*

Jacquie Moloney is the first woman to serve as chancellor of UMass Lowell in the institution's 123-year history. Her October 2015 inauguration raised \$1.5 million for student scholarships. Moloney has provided more than 30 years of service to the university, most recently as executive vice chancellor before being named chancellor in August 2015. Her predecessor, Marty Meehan, selected her as the first member of his

executive team after he was named chancellor in 2007, beginning a period of unprecedented growth and transformation at the university that continues today under Moloney's leadership.

UMass Lowell has realized astonishing gains as a result of the strategic-planning process led by Moloney that engaged more than 200 faculty, staff and students in creating "UMass Lowell 2020: A Strategic Plan for the Next Decade." The bold strategy to enhance nearly every aspect of the campus, from business practices and the physical plant to student life and alumni relations, has been a resounding success. Guided by the plan, the university has achieved record gains in student enrollment, retention, selectivity and diversity. Faculty hiring, research expenditures, fundraising and economic development activities have all grown to unprecedented levels.

The addition of 14 new properties has transformed the campus. As a result of the university's advancement in nearly every important measure of higher education, UMass Lowell is among the fastest-rising schools on U.S. News & World Report's national universities list over the last seven years, as well as the fifth-fastest growing public doctoral institution in the country, according to the Chronicle of Higher Education.

Moloney is active in the Lowell community, where she has served on many boards and been recognized with numerous awards including being named "Woman of the Year" by Girls Inc.

She earned a bachelor's degree in sociology and doctorate in education from UMass Lowell and a master's degree in social psychology from Goddard College.

KEYNOTE ADDRESS



Ellen Zane

*Former President and Chief Executive Officer
Tufts Medical Center and the Floating Hospital for Children*

Ellen Zane is a nationally renowned health care leader who retired as president and chief executive officer of Tufts Medical Center and the Floating Hospital for Children in late 2011.

She was the first woman to run the hospital in its 221-year history. The hospital employs more 5,000 doctors, nurses, researchers and other health care workers, includes Floating Hospital for Children, and has 450 beds. Zane remains involved at Tufts Medical Center as vice chair of the Board of Trustees. Zane holds two faculty appointments at Tufts University School of Medicine including: assistant professor in the Department of Medicine, Division of Clinical Care Research and assistant professor of public health and community medicine. Additionally, Zane holds a faculty appointment as adjunct assistant professor of health policy and management at the Harvard T.H. Chan School of Public Health. For the period of 2011 to 2013, Zane was a distinguished guest lecturer in healthcare administration at the Sawyer Business School at Suffolk University.

From 1994 to 2004, Zane held the position of network president for Partners HealthCare System, Inc. In this capacity, she was responsible for the development of a provider network featuring the Harvard-affiliated Massachusetts General Hospital and Brigham & Women's Hospital. The network encompassed 5,600 physicians and represented \$800+ million of managed care revenue. Today, this entity represents one of the largest physician networks in America.

Prior to that, Zane was the chief executive officer at Quincy Hospital in Quincy, Mass. In this capacity, she was an employee of HCA and then Quorum Health Resources.

Zane holds an advanced professional director certification from the American College of Corporate Directors, has a bachelor of arts degree from the George Washington University in Washington, D.C., and has a master of arts degree from the Catholic University of America in Washington. She holds the following honorary degrees: doctorate of commercial science from Bentley University, doctorate of business administration from Stonehill College; and doctorate of humane letters from Curry College.

PAY EQUITY



Paula Rayman

Professor Emeritus, UMass Lowell

Chair, National Advisory Board SEACChange, AAAS

Paula Rayman is professor emeritus at UMass Lowell. She is also senior scholar at the American Association for the Advancement of Science (AAAS); gender consultant at the United States Institute of Peace and visiting professor at Queen's University, Belfast, 2016-17.

As founding director of the Radcliffe Public Policy Institute, Harvard University and a Fulbright Scholar, she is an internationally recognized leader in the fields of gender equity in the workplace,

work-life balance, advancing women in STEM occupations and redefining peace and security in conflict and post-conflict regions.

Her numerous publications include, "The Equity Equation," "Beyond the Bottom Line: The Search for Dignity at Work" and "UNSCR 1325 in the Middle East and North Africa: Women and Security".



Ann Bookman

*Director, Center for Women in Politics and Public Policy
UMass Boston*

Ann Bookman joined UMass Boston with three decades of experience in academia and government. She has directed several university-based research centers, including the MIT Workplace Center at the Sloan School of Management, where she oversaw research on redesigning the workplace to ensure gender equity and family support, including child care and elder care.

She was also appointed by President Bill Clinton as policy and research director of the Women's Bureau at the U.S. Department of Labor. In that post, Bookman was executive director of a bipartisan commission that studied the impact of the Family and Medical Leave Act on workers and employers. She was principal author of the commission's report to Congress, "A Workable Balance."

Bookman was a senior research scientist with the Heller School for Social Policy and Management at Brandeis University, and also worked as an associate at its Center for Youth and Communities. At Heller, she conducted research on healthy aging, innovative models for building aging-friendly communities, and food insecurity among African American and Latino elders in Boston, the majority of whom are women. She also leads evaluation research projects funded by the AARP Foundation and the Washington Area Women's Foundation.

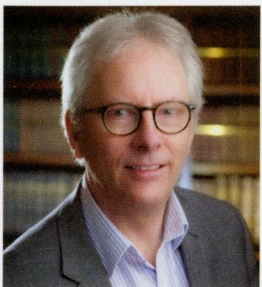


Roslyn Feldberg
Independent Scholar

Roslyn Feldberg taught sociology and did research on women and work at Boston University, studying the experiences of women clerical workers and the structures that kept women in lower paid work.

After exploring wage differences between union and non-union women workers, she joined the staff of the Massachusetts Nurses Association. There, as part of a Commonwealth of Massachusetts committee studying pay equity, she and her colleagues struggled to undo frameworks that assigned work traditionally done by women lower value than "men's work." She also became a labor negotiator, which provided a unique opportunity to support union nurses as they developed analysis of how their conditions of work and wages mesh with the care their patients need.

Most recently, while an associate at the Center for Women and Work at UMass Lowell, she completed a short documentary, "Playing on Our Sentiments," on the beginning of the nurses' union at Hale Hospital in Haverhill.



Tom Millar
Professor of Astrophysics
Queen's University Belfast

Tom Millar is a professor of astrophysics in Queen's University Belfast and the current president of the International Astronomical Union Commission on Astrochemistry.

He joined Queen's in 2006 and recently completed 10 years as dean of engineering and physical sciences. In this role, he was heavily involved in the promotion of the careers of academic women in STEM as chair of the QUB SWAN Steering Group where he had overall responsibility for the university and school submissions for Athena SWAN awards. In 2016-17, he was co-chair, with Prof. Yvonne Galligan, of a small group investigating the gender pay gap within the academic community at Queen's. The group's proposals, aimed at addressing short-term and longer-term issues connected with the pay gap, were approved by the University Senate in June 2017.

Millar has served on many national and international committees and has completed terms as chairman of the International Board of the James Clerk Maxwell Telescope in Hawaii and as president of Division VI (Interstellar Matter) of the International Astronomical Union. He is an elected member of the Royal Irish Academy.

LEADERSHIP IN CORPORATIONS, INDUSTRY AND BEYOND



Victoria Denoon

*Director of Academic Communications and Events
UMass Lowell*

Victoria Denoon is director of academic communications and events and co-director of the Center for Irish Partnerships at UMass Lowell.

The Center for Irish Partnership fosters collaborations and partnerships with educational institutions in Ireland and Northern Ireland across an interdisciplinary spectrum and embraces faculty exchange and joint research ventures and works with partners to create a dynamic model for cross-Atlantic collaboration.

Denoon graduated with a degree in law from Queen's University Belfast before moving to the United States, where she began her career at UMass Lowell and earned a master's degree in criminal justice. She has fostered her connection with Ireland through her roles as president of Queen's University's Alumni Association, New England Chapter, and as co-president of Irish Network Boston.



Elizabeth Altman

*Former Vice President of Business Development of
Motorola's Mobile Devices, and Assistant Professor
of Strategic Management, Manning School of Business,
UMass Lowell*

Elizabeth Altman is an assistant professor of strategic management in the Manning School of Business at UMass Lowell. Altman teaches strategy courses in the graduate management programs, and pursues a research agenda centered on firms building platform-based businesses and creating and joining business ecosystems. She is also a visiting scholar at Harvard

Business School where she completed her doctorate in business administration in 2015 and continues her research in collaboration with Prof. Clayton Christensen and other colleagues.

Altman was previously vice president of business development in Motorola's Mobile Devices business. Altman joined Motorola after earning dual master's degrees in mechanical engineering and management at the Massachusetts Institute of Technology. In 1994, she was awarded a U.S. Department of Commerce and Japanese government fellowship and spent a year at a Sony factory in Japan.

Altman earned her undergraduate degree in mechanical engineering at Cornell University and has served on the Cornell Board of Trustees. She is also an emeritus member of the Cornell College of Engineering Advisory Council and the President's Council of Cornell Women.

Altman co-authored the book "The Innovator's Guide to Growth: Putting Disruptive Innovation to Work" (Harvard Business Press, 2008). Altman was featured in Bennis and Thomas' book on leadership "Geeks and Geezers: How Era, Values and Defining Moments Shape Leaders." She was one of Boston Magazine's "Top 100 Most Influential Women in Boston" and one of the Boston Business Journal's "40 Under 40" top business and community leaders.



Patricia Coffey

*Senior Vice President, Technology & Strategic Ventures,
Allstate Insurance Company*

Patricia Coffey is senior vice president for Allstate Insurance Company. Working at the nation's largest publicly held insurance company, Coffey has shaped strategic technology solutions to benefit Allstate's employees and its customers. As a member of the senior leadership team for technology and strategic ventures, she currently holds the roles of leader of the Delivery and Risk Management organization as well as group CIO for Enterprise Applications. Coffey is dedicated to finding

innovative ways to strengthen Allstate's businesses with direct oversight of Allstate technology risk management and compliance, enterprise testing and quality, the program management office and enterprise applications. In addition, she is a member of the faculty at Lake Forest Graduate School of Management.

Prior to her current roles, Coffey held a variety of CIO positions providing technology solutions and services for many of Allstate's businesses and functional areas. Under her leadership, Coffey's teams have received several awards for their exploitation of technology to drive business results. Most notably digital capabilities implemented across web, mobile, call center and local agency offices allow Allstate's customers to interact when, where and how they choose.

Coffey is chair emeritus for the Society for Information Management and is a member of the society's Advanced Practices Council. In 2007, she was elected to the board of directors of Lake Forest Graduate School of Management, where she earned the honor of distinguished director in 2015 in recognition of her board service. She has been honored with inclusion on such lists as the Computerworld's Premier 100 IT Leaders, Insurance Business America Elite Women and Insurance Network News' Women in Insurance Leadership. She earned a B.A. from National-Louis University and an M.B.A. from University of Illinois, Chicago.



Denise Dumas

*Vice President, Software Engineering and Operating System
Red Hat*

Denise Dumas is vice president of software engineering and operating system, at Red Hat, where she leads the team responsible for Red Hat's flagship product: Red Hat Enterprise Linux (RHEL). Dumas joined Red Hat in 2008 as a senior engineering manager. Today, she manages a team of hundreds of developers worldwide.

With an extensive background in operating systems, she's filled a wide variety of software development and management roles across three major operating systems over 25 years. Prior to Red Hat, she served as a R&D project manager for HP.

Dumas has been honored with a number of industry awards. In 2014, she received a Gold Award for Female Employee of the Year by the Stevie Awards for Women in Business, and then was recognized again in 2015 with a Silver Award for Female Executive of the Year. In 2016, she was named to Boston Business Journal's 2016 Women to Watch in Science and Technology Awards, and by Business Insider among the 26 most powerful female engineers in 2016 at No. 7.



Marion Matchett

Former Chief Inspector

Education and Training Inspectorate

Marion Matchett was chief inspector of the Education and Training Inspectorate in Northern Ireland from 2000-08. In this role, she was responsible for the management and governance of the inspection arrangements which underpinned the provision of inspection services and published reports for all pre-school, primary, secondary, special, youth, and further and teacher education institutions in Northern Ireland.

She was a member of the executive board of the Department of Education and a member of the top management group charged with the monitoring and management of performance across the department. Following devolution, she also reported on the quality of education and training provision to the executive boards of the Department for Employment and Learning and the Department of Culture, Arts and Leisure.

Since retiring from the Inspectorate in 2008 she has been appointed to the position of civil service commissioner for Northern Ireland. She is also an independent member of the Honours Education Committee in London and was a participant in the Cabinet Office Top Management Programme.

LEADERSHIP IN ACADEMIA



Nicola Skelly

*Head of Vice-Chancellor's Office
Queen's University Belfast*

Nicola Skelly is responsible for leading the Vice-Chancellor's Office. Key elements of the role include leading the development and implementation of the work of the University Executive Board and provision of high-level support to the vice-chancellor and pro-vice-chancellors. Skelly interacts, on behalf of the vice-chancellor and pro-vice-chancellors with a wide range of key/senior individuals within and outside the university and supports the vice-chancellor in the development and

ongoing implementation of the university's corporate plan.

Skelly is also in charge of managing specific institutional projects as directed by the vice-chancellor, such as the development of Vision 2020 and the introduction of the University Staff Excellence Awards. The Vice-Chancellor's office plays a key role in the annual graduation celebrations and Nicola leads all aspects of the office's involvement in graduation. Skelly also provides support to the university chancellor, Tom Moran. Prior to taking up this post in 2006, Skelly was Head of the university's Research Policy and Postgraduate Office.



Julie Chen

*Vice Chancellor for Research and Innovation
UMass Lowell*

Julie Chen is vice chancellor for research and innovation and a professor of mechanical engineering at UMass Lowell. As the chief research officer, Chen oversees a \$70M+ research and commercialization enterprise, which includes the research administration, institutional compliance, technology transfer and innovation, incubators and startups, industry partnerships and core research facilities programs.

Chen is a past program director of the Materials Processing and Manufacturing and the Nanomanufacturing Programs at the National Science Foundation. She has served on National Academies committees, testified to the U.S. House of Representatives - Committee on Science and Technology, and served on the Committee of Visitors for two divisions of the NSF.

Chen was one of three founding co-directors of the UMass Lowell Nanomanufacturing Center and was co-director of the UML Advanced Composite Materials and Textile Research Laboratory. She is one of the co-PIs on the recent \$3.5M NSF ADVANCE Institutional Transformation grant to help advance women faculty in STEM at UMass Lowell. Chen received Ph.D., M.S. and B.S. degrees from MIT in mechanical engineering.



Yvonne Galligan

Director of the Centre for Advancement of Women in Politics and Director of Queen's Gender Initiative, Queen's University Belfast

Yvonne Galligan is former head of the School of History, Anthropology, Philosophy and Politics, director of the Centre for Advancement of Women in Politics and director of Queen's Gender Initiative in Queen's University Belfast. She has published in major international journals such as "International Political Science Review", "Gender and Society", "Policy and Politics" and others.

Galligan has participated in events organized by the Council of Europe, Northern Ireland Assembly, Irish Parliament, the House of Commons (U.K.), Ministry of Justice, Equality and Law Reform (RoI), the Women and Equality Unit (U.K.) and OFMDFM (NI). She is also active in the voluntary sector, and is a member of the 50:50 campaign in both the U.K. and Ireland seeking to bring about equal political representation for women.

As director of CAWP, Galligan established and runs a highly popular women's development program, Next Generation. Her work with the Gender Initiative was recognized when the university obtained the coveted Times Top 50 Employer Award. She holds an honorary doctorate from Edinburgh University and is an honorary fellow of Trinity College Dublin.



Jean King

*Peterson Family Dean of Arts and Sciences
Worcester Polytechnic Institute*

Jean King is an active neuroscientist and Peterson Family Dean of Arts and Sciences at Worcester Polytechnic Institute. Previously, King was vice provost of biomedical research and professor of psychiatry, radiology and neurology at UMass Medical School.

King's current research interests include the utilization of novel multi-modal neuroimaging techniques to explore the impact of stressors and addiction on neural networks, as well as neural mechanisms underlying co-morbidity in disorders like attention deficit hyperactivity disorder and traumatic brain injury. She received a doctorate in neurophysiology from New York University, and post-doctoral training in translational neuroscience at Emory.

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